

TABLE B1

**CALIFORNIA HIGH SPEED RAIL AUTHORITY
TOTAL COMPENSATION STUDY
RETIREMENT PRACTICES**

AGENCY	Retirement Type	Retirement Pick-up ¹	Agency Retirement Rate	Retirement Benefit	Retirement Formula	Social Security Practices	COLA
California High Speed Rail Authority	ARP	N/A	N/A	N/A	N/A	7.65%	N/A
Bay Area Regional Transit (BART)	DNA	DNA	DNA	DNA	DNA	DNA	DNA
Caltrain – San Mateo County	PERS	7%	8.542%	2.7% @ 55	3 year average high	7.65%	2%
Dallas Area Rapid Transit (DART)	Defined Contribution	N/A	7.7%	N/A	No formula	7.65%	N/A
Metropolitan Atlanta Rapid Transit Authority (MARTA)	DNA	DNA	DNA	DNA	DNA	DNA	DNA
Los Angeles County Metropolitan Transportation Authority	PERS	7%	8.619%	2% @ 60	Highest 3 years	1.45%	2%
Metropolitan Transportation Commission (MTC)	PERS	2.81%	16.362%	2.5% @ 55	Highest 3 years	1.45%	3%
Orange County Transportation Authority (OCTA)	PERS	5.97%	20.39%	1.67% @ 57.5	Highest 3 years	1.45%	3%
San Diego Association of Governments (SANDAG)	PERS	8%	18.157%	2.7% @ 55	Highest year	1.45%	2%
San Diego Metropolitan Transit System	PERS	8%	17.832%	2.7% @ 55	Highest year	7.65%	2%
San Francisco Municipal Transportation Agency (SFMTA)	DNA	DNA	DNA	DNA	DNA	DNA	DNA

¹ Employee contribution paid by the employer

TABLE B2
CALIFORNIA HIGH SPEED RAIL AUTHORITY
TOTAL COMPENSATION STUDY
DEFERRED COMPENSATION / GROUP LEGAL SERVICES

AGENCY	Deferred Compensation	Group Legal Services
California High Speed Rail Authority	N/A	N/A
Bay Area Regional Transit (BART)	DNA	DNA
Caltrain – San Mateo County	\$22,500	N/A
Dallas Area Rapid Transit (DART)	3%	N/A
Metropolitan Atlanta Rapid Transit Authority (MARTA)	DNA	DNA
Los Angeles County Metropolitan Transportation Authority	\$22,500 (401K & 457 combined)	N/A
Metropolitan Transportation Commission (MTC)	N/A	N/A
Orange County Transportation Authority (OCTA)	\$25,000 (401K)	N/A
San Diego Association of Governments (SANDAG)	\$22,500	N/A
San Diego Metropolitan Transit System	\$46,785.60	N/A
San Francisco Municipal Transportation Agency (SFMTA)	DNA	DNA

TABLE B3
CALIFORNIA HIGH SPEED RAIL AUTHORITY
TOTAL COMPENSATION STUDY
RELOCATION REIMBURSEMENT / HOUSING ALLOWANCE

AGENCY	Relocation Reimbursement	Housing Allowance
California High Speed Rail Authority	N/A	N/A
Bay Area Regional Transit (BART)	DNA	DNA
Caltrain – San Mateo County	N/A	\$1,000 per month
Dallas Area Rapid Transit (DART)	Negotiable	N/A
Metropolitan Atlanta Rapid Transit Authority (MARTA)	DNA	DNA
Los Angeles County Metropolitan Transportation Authority	Reimbursement for: - Seller closing cost - Brokerage fee - One point for real-estate loan	Temporary housing up to \$42,000. NTE \$3,500 per month
Metropolitan Transportation Commission (MTC)	Reimbursement for: - Sellers costs associated with sale of home - All buyer's fees associated with purchase of local home - Movement of household goods	Temporary housing in LA up to \$42,000
Orange County Transportation Authority (OCTA)	Not to exceed \$75,000 for relocation expenses. Must repay \$37,500 if he resigns prior to 1 year	Loan not to exceed \$75,000 for a down payment on a residence in Orange County. Repayment at 2% interest.
San Diego Association of Governments (SANDAG)	Negotiable	N/A

TABLE B3**CALIFORNIA HIGH SPEED RAIL AUTHORITY
TOTAL COMPENSATION STUDY
RELOCATION REIMBURSEMENT / HOUSING ALLOWANCE**

AGENCY	Relocation Reimbursement	Housing Allowance
San Diego Metropolitan Transit System	Reimbursement for: <ul style="list-style-type: none">- Sellers costs associated with sale of home- \$50K payment upon purchase of local home- Movement of household goods & autos- Two (2) roundtrip airfares for Spouse to house hunt in San Diego- One-way airfare for spouse and two children if autos shipped	Temporary housing in San Diego up to 6 months rent
San Francisco Municipal Transportation Agency (SFMTA)	DNA	DNA

TABLE B4

**CALIFORNIA HIGH SPEED RAIL AUTHORITY
TOTAL COMPENSATION STUDY
SEVERANCE PAYMENTS / MISCELLANEOUS PAYMENTS**

AGENCY	Severance Payments	Miscellaneous Payment Programs
California High Speed Rail Authority	N/A	Recruitment Incentive 20% of Annual Salary \$375,000 x 20% = \$75,000 pro rata if leaves before 2 years of service
Bay Area Regional Transit (BART)	DNA	DNA
Caltrain – San Mateo County	DNA	<p>The GM receives an annual stipend of \$30,000 (Joint Powers Board) and an annual stipend of \$25,000 (Transit Authority) the purpose of which is to compensate for additional responsibilities that pertain to these two agencies.</p> <p>The GM has a Supplemental Employee Retirement Plan. The purpose which is to provide for a retirement benefit for the wages that exceed the 401(a) (17) limitations of PERS. The annual cost fluctuates and is based upon an actuarial calculation.</p>
Dallas Area Rapid Transit (DART)	Up to 26 bi-weekly base salary payments	N/A
Metropolitan Atlanta Rapid Transit Authority (MARTA)	DNA	DNA
Los Angeles County Metropolitan Transportation Authority	12 months of salary and benefits	N/A

TABLE B4

**CALIFORNIA HIGH SPEED RAIL AUTHORITY
TOTAL COMPENSATION STUDY
SEVERANCE PAYMENTS / MISCELLANEOUS PAYMENTS**

AGENCY	Severance Payments	Miscellaneous Payment Programs
Metropolitan Transportation Commission (MTC)	6 months of salary, calculated by the annual salary on the effective date of the termination. 6 months of medical group health payments calculated by the actual monthly premium amount paid by MTC.	N/A
Orange County Transportation Authority (OCTA)	6 months of current salary unless less than 6 months remains on the contract. Benefit payment sum of money equal to the six months of total cost to the authority.	Credited 10 years of seniority as an authority employee
San Diego Association of Governments (SANDAG)	6 months of base salary	Management Benefit of 2.5% of base salary
San Diego Metropolitan Transit System	If notified within 6 months. 6 months of base salary If notified less than 6 months. 12 months of base salary	3.5% of base salary to be used for dependent insurance premiums, additional vacation, deferred comp or additional life insurance
San Francisco Municipal Transportation Agency (SFMTA)	DNA	DNA

TABLE B5

**CALIFORNIA HIGH SPEED RAIL AUTHORITY
TOTAL COMPENSATION STUDY
VEHICLE ALLOWANCE / PERFORMANCE OR MERIT PAY**

AGENCY	Vehicle Allowance	Performance or Merit Pay
California High Speed Rail Authority	N/A	N/A
Bay Area Regional Transit (BART)	DNA	DNA
Caltrain – San Mateo County	DNA	DNA
Dallas Area Rapid Transit (DART)	\$1,000 per month	Up to 15% of base pay as a performance bonus.
Metropolitan Atlanta Rapid Transit Authority (MARTA)	DNA	DNA
Los Angeles County Metropolitan Transportation Authority	\$761.53 bi-weekly for transportation, and living expenses	N/A
Metropolitan Transportation Commission (MTC)	N/A	July 2012- 1.5% merit increase July 2013- 1.5% merit increase Plus 2% cola provided to staff overt 2011-2014 MOU.
Orange County Transportation Authority (OCTA)	Auto allowance- same as executive employees	N/A
San Diego Association of Governments (SANDAG)	\$800 per month	Annual Performance Bonus of up to 10% of base salary
San Diego Metropolitan Transit System	\$450 per month	Up to \$10,000
San Francisco Municipal Transportation Agency (SFMTA)	DNA	DNA

TABLE B6
CALIFORNIA HIGH SPEED RAIL AUTHORITY
TOTAL COMPENSATION STUDY
CAFETERIA PLAN / LIFE INSURANCE / LONG TERM DISABILITY

Agency	Cafeteria Plan Practices	Life Insurance Program Costs	Long Term Disability Program Costs
California High Speed Rail Authority	N/A	\$8.35 Flat Rate \$50,000 Coverage	N/A
Bay Area Regional Transit (BART)	DNA	DNA	DNA
Caltrain – San Mateo County	N/A	\$0.44 \$200,000 Coverage	\$0.185 per \$100 of covered payroll 60% of salary Maximum \$7,500 per month
Dallas Area Rapid Transit (DART)	N/A	Cost DNA 1x annual salary	Cost DNA 60% of salary
Metropolitan Atlanta Rapid Transit Authority (MARTA)	DNA	DNA	DNA
Los Angeles County Metropolitan Transportation Authority	N/A	\$0.33 per \$1,000 of coverage 2x annual salary	\$0.342 per \$100 of covered payroll 60% of salary Maximum 180 days
Metropolitan Transportation Commission (MTC)	N/A	\$0.33 per \$1,000 of coverage 2x annual salary	\$0.29 per \$100 of covered payroll 66 2/3% of salary Maximum \$15,000 per month
Orange County Transportation Authority (OCTA)	N/A	\$0.120 per \$1,000 of coverage \$500,000 Coverage	\$0.250 per \$100 of covered payroll 67% of salary Maximum \$8,000 per month
San Diego Association of Governments (SANDAG)	N/A	\$0.97 per \$1,000 of coverage \$300,000 Coverage	\$0.35 per \$100 of covered payroll 66.66% of salary Maximum of \$6,000 per month
San Diego Metropolitan Transit System	N/A	\$0.155 per \$1,000 of coverage \$400,000 Coverage	\$0.35 per \$100 of covered payroll 66 2/3% of salary Maximum of \$8,000 per month
San Francisco Municipal Transportation Agency (SFMTA)	DNA	DNA	DNA

TABLE B7

**CALIFORNIA HIGH SPEED RAIL AUTHORITY
TOTAL COMPENSATION STUDY
EMPLOYEE / EMPLOYER CONTRIBUTION TO MEDICAL / DENTAL / VISION INSURANCE**

Agency	Medical		Dental		Vision	
	Employer Maximum	Employee Maximum	Employer Maximum	Employee Maximum	Employer Maximum	Employee Maximum
California High Speed Rail Authority	\$1,027.00	\$218.80	Included	\$113.53	Included	\$8.64
Bay Area Regional Transit (BART)	DNA	DNA	DNA	DNA	DNA	DNA
Caltrain – San Mateo County	\$1,793.39	\$55.47	\$165.48	\$0	\$14.75	\$0
Dallas Area Rapid Transit (DART)	\$1,393	\$348.25	\$52.41	\$21.65	\$0	\$10.36
Metropolitan Atlanta Rapid Transit Authority (MARTA)	DNA	DNA	DNA	DNA	DNA	DNA
Los Angeles County Metropolitan Transportation Authority	\$2,011.66	\$223	\$140.34	\$16	\$22.20	\$3
Metropolitan Transportation Commission (MTC)	\$1,698.86	\$150	\$151.94	\$19.13	\$17	\$27.19
Orange County Transportation Authority (OCTA)	\$1,370.65	\$68.53	\$218.99	\$32.85	\$32.34	\$4.85
San Diego Association of Governments (SANDAG)	\$1,517.36	\$0	\$134.63	\$0	\$21.92	\$0
San Diego Metropolitan Transit System	\$1,102.01	\$200.37	Self-Funded	\$49.68	Self-Funded	\$11.50
San Francisco Municipal Transportation Agency (SFMTA)	DNA	DNA	DNA	DNA	DNA	DNA

TABLE B8

**CALIFORNIA HIGH SPEED RAIL AUTHORITY
TOTAL COMPENSATION STUDY
VACATION LEAVE ACCRUAL**

Agency	Year 1	Year 5	Year 10	Year 15	Year 20	Maximum Accrual
California High Speed Rail Authority	15	15	17	18	19	80
Bay Area Regional Transit (BART)	DNA	DNA	DNA	DNA	DNA	DNA
Caltrain – San Mateo County	26+	34+	34+	39+	43+ @ 25 years	180 Days
Dallas Area Rapid Transit (DART)	30 Days PTO	30 Days PTO	30 Days PTO	30 Days PTO	30 Days PTO	40 Days plus the new year (annual deposit) of 30 days
Metropolitan Atlanta Rapid Transit Authority (MARTA)	DNA	DNA	DNA	DNA	DNA	DNA
Los Angeles County Metropolitan Transportation Authority	30 Days PTO	35 Days PTO	35 Days PTO	35 Days PTO	35 Days PTO	105 Days PTO
Metropolitan Transportation Commission (MTC)	13	18	23	25	25	62.5
Orange County Transportation Authority (OCTA)	20	20	20	21	25	DNA
San Diego Association of Governments (SANDAG)	20	20	20	20	20	40
San Diego Metropolitan Transit System	28	28	28	28	28	62.5
San Francisco Municipal Transportation Agency (SFMTA)	DNA	DNA	DNA	DNA	DNA	DNA

TABLE B9

**CALIFORNIA HIGH SPEED RAIL AUTHORITY
TOTAL COMPENSATION STUDY
SICK LEAVE / HOLIDAYS / ADMINISTRATIVE LEAVE**

Agency	Sick Leave Practices		Holidays	Administrative Leave
	Annual	Maximum		
California High Speed Rail Authority	Included in annual leave	Included in annual leave	12 + 1 Personal Day	2 Personal Development Days
Bay Area Regional Transit (BART)	DNA	DNA	DNA	DNA
Caltrain – San Mateo County	N/A PTO	N/A	7 + 5 floating	N/A
Dallas Area Rapid Transit (DART)	Included in PTO	N/A	9	N/A
Metropolitan Atlanta Rapid Transit Authority (MARTA)	DNA	DNA	DNA	DNA
Los Angeles County Metropolitan Transportation Authority	Included in PTO	N/A	10	10 TWOP days
Metropolitan Transportation Commission (MTC)	12	No Max	11	N/A
Orange County Transportation Authority (OCTA)	12	No Max	11	N/A
San Diego Association of Governments (SANDAG)	13	No Max	11 + 2 floating	Executive Director may request up to 20 days of additional vacation leave in even numbered years.
San Diego Metropolitan Transit System	N/A	N/A	9 + 4 floating	N/A
San Francisco Municipal Transportation Agency (SFMTA)	DNA	DNA	DNA	DNA